Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Policy and Workplace Information,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Labour Policy and Workplace Information offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Government of Canada Gouvernement du Canada

Canada

Wage Settlements

Wage Settlements Covering 500 or More Employees
October 2006

Major collective bargaining settlements reached in October 2006 provided base-rate wage adjustments averaging 1.7% annually over the contract term, down from the 2.5% average recorded in the previous month. The results for October 2006 are based on a review of only 17 major settlements reached and cover 47,050 employees.

When the parties to these settlements previously negotiated, contract duration averaged 60.9 months and the resulting wage adjustments averaged 1.7%, the same (1.7%) as in their current round of settlements. The average contract duration for major agreements in October 2006 was 41.1 months.

The relatively low average of 1.7% is due largely to 4 retail sector agreements in Ontario (2 Loblaws and 2 Zehrs supermarket settlements with wage adjustments of 0.9%). However the retail employees received substantial lump-sum payments which are not reflected in the wage adjustment.

Wage adjustments in October settlements ranged from a low of 0.9% for 28,020 retail employees with Loblaws and Zehrs in Ontario (mentioned above), up to a high of 4.0% for 3,200 inside employees with the City of Edmonton and 810 production employees with Highland Valley Copper in British Columbia.

Wage gains in October were higher in the public sector (2.9%) than in the private sector (1.1%). There were 7 public-sector agreements, covering 14,270 employees. The private-sector data cover 32,780 employees in 10 agreements.

On a jurisdictional basis, Alberta registered the largest average wage adjustment, at 3.9%. The second largest average increase was posted in British Columbia at 3.6%. The smallest average wage adjustment was recorded in Ontario at 1.1%. In the Federal jurisdiction, wage increases averaged 2.4%.

On an industry basis, the largest wage adjustment was in the primary sector, at 4.0%. The lowest average adjustment was reported in the wholesale and retail trade sector, at 0.9%. The largest concentration of employees was also in the trade sector.

Average Annual Percentage Wage Adjustments by Month

	2006		
	August	**September**	**October**
Sectors			
Public Sector	2.8	2.5	2.9
Private Sector	2.8	2.6	1.1
All Industries/Jurisdictions			
Average Annual Adjustment	2.8	2.5	1.7
Non-COLA	2.8	2.5	1.7
COLA	3.2	2.5	-
First-Year Adjustment	1.4	2.5	2.0
Non-COLA	1.4	2.5	2.0
COLA	2.0	2.4	-
Industries			
Primary Industries	-	-	4.0
Utilities	-	2.6	2.8
Construction	3.5	3.8	-
Manufacturing	3.2	2.6	2.8
Wholesale and Retail Trade	-	-	0.9
Transportation	1.7	2.5	1.8
Information and Culture	-	0.5	-
Finance and Professional Services	2.5	-	-
Education, Health and Social Services	2.7	2.5	3.0
Entertainment and Hospitality	-	-	3.2
Public Administration	3.3	-	2.9

	2006		
	August	**September**	**October**
Jurisdictions			
Prince Edward Island	-	2.9	-
Nova Scotia	3.2	3.8	3.0
New Brunswick	3.0	2.7	-
Quebec	-	2.4	-
Ontario	2.8	3.0	1.1
Manitoba	-	2.6	2.0
Alberta	3.7	3.8	3.9
British Columbia	3.4	2.4	3.6
Federal Jurisdiction	1.7	2.4	2.4

Average Annual Percentage Wage Adjustments by Quarter

	2005	2006		
	4th	**1st**	**2nd**	**3rd**
Sectors				
Public Sector	1.6	2.2	2.8	2.7
Private Sector	2.1	2.5	2.2	2.5
All Industries/Jurisdictions				
Average Annual Adjustment	1.7	2.2	2.7	2.6
Non-COLA	1.6	2.2	2.8	2.6
COLA	2.5	2.9	2.3	2.5
First-Year Adjustment	1.4	2.0	2.9	2.2
Non-COLA	1.3	2.0	2.9	2.2
COLA	2.7	3.0	2.2	2.4

	2005	2006		
	4th	1st	2nd	3rd
Industries				
Primary Industries	2.2	1.5	2.7	-
Utilities	3.1	2.6	1.7	2.6
Construction	-	-	3.7	3.5
Manufacturing	2.6	2.1	1.8	2.4
Wholesale and Retail Trade	1.1	1.7	2.1	-
Transportation	2.5	2.2	2.8	2.0
Information and Culture	2.1	3.3	2.4	0.5
Finance and Professional Services	2.2	2.5	2.5	2.5
Education, Health and Social Services	1.6	2.1	2.8	2.6
Entertainment and Hospitality	1.9	2.7	3.1	2.9
Public Administration	1.6	2.7	3.0	2.8
Jurisdictions				
Newfoundland and Labrador	1.5	1.5	2.0	-
Prince Edward Island	3.0	-	2.8	2.9
Nova Scotia	3.3	-	3.1	3.3
New Brunswick	3.0	3.8	1.2	3.0
Quebec	1.6	2.1	1.6	1.7
Ontario	2.8	2.7	2.9	2.9
Manitoba	2.9	2.4	3.1	2.6
Saskatchewan	2.1	2.1	-	-
Alberta	2.6	3.1	3.4	3.5
British Columbia	0.1	1.6	2.7	2.8

	2005	2006		
	4th	1st	2nd	3rd
Territories	2.7	-	3.1	-
Multiprovince	4.2	3.3	4.1	-
Federal Jurisdiction	2.2	2.3	2.6	2.2

Average Annual Percentage Wage Adjustments by Year

	2003	2004	2005	2006
Sectors				
Public Sector	2.9	1.4	2.2	2.6
Private Sector	1.2	2.2	2.4	2.2
Ali Industries/Jurisdictions				
Average Annual Adjustment	2.5	1.8	2.3	2.5
Non-COLA	2.5	1.7	2.2	2.5
COLA	2.6	3.1	2.6	2.5
First-Year Adjustment	2.5	1.1	2.1	2.4
Non-COLA	2.6	0.9	2.1	2.4
COLA	2.2	3.2	2.8	2.5
Industries				
Primary Industries	2.8	3.1	2.1	2.8
Utilities	2.4	3.1	2.6	2.5
Construction	2.8	2.7	2.5	3.5
Manufacturing	2.5	2.4	2.5	2.0
Wholesale and Retail Trade	1.2	1.5	1.9	1.0
Transportation	1.6	0.6	2.9	2.0
Information and Culture	1.5	2.7	2.4	2.8

	2003	2004	2005	2006
Finance and Professional Services	2.8	1.3	2.3	2.5
Education, Health and Social Services	3.3	0.9	2.1	2.5
Entertainment and Hospitality	2.6	2.7	1.9	2.9
Public Administration	2.3	2.4	2.4	2.9
Jurisdictions				
Newfoundland and Labrador	3.1	1.0	2.1	1.5
Prince Edward Island	3.2	2.4	2.5	2.9
Nova Scotia	3.3	4.7	3.2	3.1
New Brunswick	2.8	4.1	3.0	2.9
Quebec	2.1	2.6	1.6	1.7
Ontario	3.3	3.0	2.7	2.5
Manitoba	2.9	2.6	2.9	2.6
Saskatchewan	3.0	1.0	1.9	2.1
Alberta	3.0	3.1	3.0	3.3
British Columbia	1.3	-1.6	0.5	2.5
Territories	2.5	3.0	3.0	3.1
Multiprovince	1.1	2.7	4.1	3.5
Federal Jurisdiction	1.8	1.6	2.6	2.3

Note: *Data for 2006 cover the months of January through October.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1985

Year	Public	Private	All
1985	3.8	3.3	3.7
1986	3.6	3.0	3.4
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.2	1.8
2005	2.2	2.4	2.3
2006	2.6	2.2	2.5

Note: *Data for 2006 cover the months of January through October.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, HRSDC—Labour Program.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 314kb).

Major Settlements Reached in October 2006

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Primary Industries				
Highland Valley Copper Logan Lake, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production employees; technical employees	810	4.0	60.0	Sep 30, 2011
1 agreement	**810**	**4.0**	**60.0**	
Utilities				
Terasen Gas Inc. province-wide, British Columbia Canadian Office and Professional Employees Union (CLC) office employees; technical employees	500	2.8	6.0	Mar 31, 2007
1 agreement	**500**	**2.8**	**6.0**	
Manufacturing				
Canac Kitchen, division of Kohler Canada Co. Thornhill, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers Intl. Union (AFL-CIO/CLC) plant and maintenance employees	960	2.4	36.0	Sep 30, 2009
Maple Lodge Farms Ltd. Norval, Ontario United Food and Commercial Workers International Union (AFL-CIO/CLC) production employees	1,100	3.1	36.0	Oct 12, 2009
2 agreements	**2,060**	**2.8**	**36.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Wholesale and Retail Trade				
Loblaws Supermarkets Limited Ottawa, Ontario United Food and Commercial Workers International Union (AFL-CIO/CLC) retail employees	1,290	0.9	48.0	Apr 30, 2010
Loblaws Supermarkets Limited province-wide, Ontario United Food and Commercial Workers International Union (AFL-CIO/CLC) retail employees	15,390	0.9	47.9	Jul 01, 2010
Zehrs Markets, division of Zehrmart Limited Essex County, Ontario; Kent County, Ontario; and Lambton County, Ontario United Food and Commercial Workers International Union (AFL-CIO/CLC) retail employees	2,540	0.9	47.9	Jul 01, 2010
Zehrs Markets, division of Zehrmart Limited province-wide, Ontario United Food and Commercial Workers International Union (AFL-CIO/CLC) retail employees	8,800	0.9	47.9	Jul 01, 2010
4 agreements	**28,020**	**0.9**	**48.0**	
Transportation				
City of Winnipeg Winnipeg, Manitoba Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; service and maintenance employees	1,140	2.0	24.0	Jan 12, 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Jazz Air LP system-wide, Multiprovince International Brotherhood of Teamsters (AFL-CIO/CLC) flight attendants	740	1.5	37.0	Jun 30, 2009
2 agreements	**1,880**	**1.8**	**29.1**	
Education, Health and Social Services				
EMC Emergency Medical Care Incorporated province-wide, Nova Scotia International Union of Operating Engineers (AFL-CIO/CLC) para-medical professional employees	740	3.0	36.0	Mar 31, 2008
Ontario Hospital Association northern region, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) health service and trade employees	1,650	2.8	36.0	Oct 10, 2009
Red Deer Public School District No. 104 Red Deer, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	580	3.5	12.0	Aug 31, 2007
3 agreements	**2,970**	**3.0**	**31.3**	
Entertainment and Hospitality				
Sheraton Centre Toronto, Ontario UNITE HERE CANADA (AFL-CIO/CLC) hotel employees	650	3.2	48.0	Jan 31, 2010
1 agreement	**650**	**3.2**	**48.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Public Administration				
City of Edmonton Edmonton, Alberta Civic Service Union 52 (Independent-local) office employees; technical employees	3,200	4.0	36.1	Dec 28, 2008
Communications Security Establishment Ottawa, Ontario Public Service Alliance of Canada (CLC) administrative services employees	1,000	2.5	24.0	Feb 09, 2008
Government of Canada Canada-wide, Multiprovince Professional Institute of the Public Service of Canada (Independent-natl.) scientific and other professional employees	5,960	2.5	24.0	Sep 30, 2007
3 agreements	**10,160**	**3.0**	**27.8**	
Agreements with COLA - 0 agreement	**0**	**0.0**	**0.0**	
Agreements without COLA - 17 agreements	**47,050**	**1.7**	**41.0**	
All Agreements - 17 agreements	**47,050**	**1.7**	**41.0**	

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Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Canada Post	CUPW	48,000	B	Jan 07
Government of Canada	Various unions	13,040	ARB/CO/ B/TENT	May 02–Sep 05
VIA Rail Canada	CAW-CANADA	2,680	B	Dec 06
Atomic Energy of Canada (Ont. and Que.)	Various unions	1,160	CO/B	Mar/Jun 06
National Research Council Canada	Various unions	1,000	B	Dec 04/Apr 05
Private Sector				
Air Canada (wage reopeners)	CUPE	7,840	MED	Jun 06
Canadian National Railway	CAW-CANADA/ UTU	5,260	B	Dec 06
Expertech Network Installation (Que. and Ont.)	CEP	1,800	CO	Nov 06
Eastern Canada Car Carriers	Teamsters	1,340	B	Oct 06
Bell Canada (Que. and Ont.)	CTEA	1,100	TENT	Dec 06
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA	45,000	ARB	Mar 06
Government of Manitoba	MGGEU	12,100	TENT	Mar 06
Government of Saskatchewan	SGGEU	10,000	B	Sep 06
Société de transport de Montréal	SCFP/CSN	6,250	B	Jan 07
City of Vancouver	CUPE	5,270	B	Dec 06
Government of Newfoundland and Labrador	Nurses	5,000	TENT	Jun 05
Health Authorities of Manitoba	MAHCP	3,300	B	Mar 06
Capital District Health Authority	NSGEU	3,100	B	Oct 06
Ottawa Hospital	CUPE	3,000	B	Sep 06
Health Authorities of Prince Edward Island	Various unions	2,340	CO/TENT	Mar 06
Government of New Brunswick	CUPE	1,640	B	Feb 06
SaskPower	IBEW	1,340	B	Dec 06
Private Sector				
Construction Industry in Quebec	Various unions	128,300	B	Apr 07
Great Atlantic & Pacific Company of Canada (Ont.)	UFCW	13,000	CO	Sep 06
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06

Employer	Union	Employees	Status*	Expiry Month
Fishery Products Intl. Ltd. (N.L.)	CAW-CANADA	2,500	CO	Mar 05
Bruce Power	CUPE	2,480	B	Dec 06
Construction Management Bureau Limited (N.S.)	Various unions	1,600	B	Apr 06
Saint John Construction Association	LIUNA/UBCJ	1,400	CO	Jun 06
Xstrata Nickel	CAW-CANADA	1,050	CO	Jan 07
Iron Ore Company of Canada (N.L.)	Steelworkers	1,000	B	Feb 07

*
ARB Arbitration
B Bargaining
B/WS Bargaining after work stoppage
CO Conciliation
MED Mediation
M/WS Mediation after work stoppage
PAB Post-arbitration bargaining
PCB Post-conciliation bargaining
PMB Post-mediation bargaining
TENT Tentative settlement
WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Construction Industry in Quebec	COPE/CSN	45,321	Apr 07
City of Montreal	Various unions	17,800	Dec 06
Canadian Pacific Railway	Teamsters/UTU	6,470	Dec 06
Capital District Health Authority	NSGEU	4,800	Oct 06
City of Quebec	Various unions	4,020	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	Oct 06
Government of Yukon	PSAC	2,800	Dec 06
Government of Nunavut	PSAC	2,100	Sep 06

Major Work Stoppages

Major work stoppages involving 500 or more employees from **November 24 to December 7, 2006.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Goodyear Canada, province-wide, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union 500 production employees	Not available	Oct 5/2006	

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Union Membership in Canada—January 1, 2006
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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